



DISCLAIMER: The screening of your application will be conducted based on the information in [your profile](#). Before applying, we strongly suggest that you review your profile to ensure completeness, especially the education and experience sections.

Applications to vacancies must be received before midnight Copenhagen time (CET) on the closing date of the announcement.

Details

Vacancy code	VA/2015/B5007/7936
Position title	Senior Programme Officer, Equality and Non-Discrimination
Level	ICS-11
Department/office	GPSO, GVAC, Geneva
Duty station	Geneva, Switzerland
Contract type	Fixed Term
Contract level	P4
Duration	1 year
Application period	03-Jul-2015 to 09-Aug-2015

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Background Information - UNOPS

UNOPS mission is to serve people in need by expanding the ability of the United Nations, governments and other partners to manage projects, infrastructure and procurement in a sustainable and efficient manner.

Within these three core areas of expertise, UNOPS provides its partners with advisory, implementation and transactional services, with projects ranging from building schools and hospitals, to procuring goods and services and training local personnel. UNOPS works closely with governments and communities to ensure increased economic, social and environmental

sustainability for the projects we support, with a focus on developing national capacity.

Working in some of the world's most challenging environments, our vision is to advance sustainable implementation practices in development, humanitarian and peacebuilding contexts, always satisfying or surpassing partner expectations.

With over 7,000 personnel spread across 80 countries, UNOPS offers its partners the logistical, technical and management knowledge they need, wherever they need it. A flexible structure and global reach means we can quickly respond to our partners' needs, while offering the benefits of economies of scale.

Background information -WSSCC

The Water Supply and Sanitation Collaborative Council (WSSCC) is a global, multi-stakeholder membership and partnership organization that works with poor people, their organizations, governments and small-scale entrepreneurs to improve sanitation and hygiene at scale. Founded in 1990, the Council maintains a membership of over 3000 water, sanitation and hygiene (WASH) professionals from over 130 countries. The United Nations Office for Project Services (UNOPS) is the legal and administrative host of WSSCC. The mission of the Council is to ensure sustainable sanitation, better hygiene and safe drinking water for all people, but especially for the poorest and most marginalized individuals in developing countries.

WSSCC's main corporate priorities for delivering its five year strategic plan are Equality and Non-discrimination and Access and Use at scale. Improved hygiene and sanitation are critical determinants for reducing disease and improving health but also for unlocking multiple benefits in education, jobs and quality of life. WSSCC's work in the area of equality and non-discrimination is based on the principles of justice, human dignity, equality of rights and opportunities, and respect for diversity and coexistence, paying special attention to the most vulnerable and unprotected people.

More information on WSSCC can be found at: www.wsscc.org.

Functional Responsibilities

The purpose of this post is to deepen and consolidate WSSCC's work on equality and non-discrimination using hygiene and sanitation as an entry point to voice, agency and social justice. This requires a combination of policy analysis, evidence gathering through applied research, and effective knowledge management and strategic advocacy with key stakeholders in national and local government together with linked capacity on the ground to implement change. It also requires

networking and effective advocacy with partner UN organisations, international NGO's, think tanks and research institutes to strengthen the normative agenda. Further, it entails establishing, managing and maintaining programme partnerships with select international organizations, member State governments, and private sector companies.

As a member of the Networking and Knowledge Management Department (NKM) based in the WSSCC Secretariat in Geneva, the incumbent will work with the Programme Manager to deepen and widen the department's programmatic work on equality and non-discrimination in sanitation and hygiene through a combination of policy analysis and dialogue with government partners and civil society, knowledge management including research into use, strategic networking and training for improved practice. The post holder will also work closely with partner governments on national sanitation strategies and monitoring systems helping them to integrate equality and non-discrimination into service delivery in a practical, scalable manner. Bringing these demonstrable lessons from countries and regions into the global discourse and sector deliberations will complete the strategic nature of this post.

1. Consolidation and deepening of WSSCC's portfolio on equality and non-discrimination in sanitation and hygiene behaviour change

- Provide strategic analytical contributions to WSSCC programme partnerships including but not limited to the Joint Programme with UN-Women in West Africa, OHCHR and ILO; as well as to joint work with WHO, SHARE, UNICEF on the Sustainable Development Goals (means of implementation, indicators and monitoring).
- Consolidate the applied research undertaken by WSSCC on behaviour change, gender and sanitation, and the right to sanitation.
- Manage and support analytical studies emerging from the partnership with UN-Women in West Africa, the Right to Sanitation in India, SHARE and related initiatives on menstrual hygiene management, health, dignity, and rights; ensuring that these studies strengthen the body of evidence at global and regional levels.
- Link the work of WSSCC on capacity building and innovations in programme implementation on gender, ageing and disability with other programmes inside and outside the WASH sector in order to widen impact.
- Strengthen quality control of all outputs on equality and non-discrimination, including conference presentations, inputs for WSSCC website, internal learning systems, and external communications.
- Advance the work of WSSCC on equality and non-discrimination by gathering and presenting the work of the organization at international and regional forums, and by negotiating and managing programme partnerships with UN agencies, governments, and private sector companies.

2. Policy reform, negotiation and transformation

- Support efforts by member States to strengthen policy guidelines and monitoring systems by formulating recommendations based on evidence from the human life-cycle approach that takes into account gender, age and physical ability including but not limited to menstrual hygiene management, disability, incontinence and old age.
- Promote the establishment of guidelines in national WASH policies that include menstrual hygiene and disability, utilizing WSSCC networking efforts, events, knowledge platforms, and research partnerships in ways that foster alliances and give visibility to previously marginalized issues.
- Strengthen the capacity of local governments to monitor the implementation of policy guidelines on menstrual hygiene and disability, monitoring these processes to document key milestones (policy reforms, budget allocations, etc.);
- Guide the Programme Support Officer, Technical Partnerships to analyse and consolidate the lessons and achievements of programme partnerships on gender, vulnerability, equity and inclusion across WSSCC's portfolio.
- Advise governments and various non-State actors to ensure voice, agency and gender in regional sanitation meetings, and to promote accountability through effective monitoring of commitments made at these meetings.
- Development an analytical framework for promoting multiple aspects of inequality in the WASH sector including socio-economic, social exclusion, environmental exclusion, gender inequality, disability, and aging; fostering inter-departmental collaboration and drawing upon the experience of WSSCC partners, affiliates, and members.

3. Monitoring for equality and non-discrimination

- Support sector processes for WASH monitoring, proactively highlighting equality, non-discrimination and sustainability issues in existing sector instruments such as the WHO-UNICEF Joint Monitoring Programme (JMP) and GLAAS Report, and by introducing new methods of data collection, new indicators, and new monitoring techniques.
- Deepen and widen the work of WSSCC to mainstream equality and non-discrimination into government-led national monitoring systems with linked training and budgets in select countries and sub-regions of Africa and Asia.
- Support WSSCC's important role on monitoring support to the Ngor Declaration learning from the eThekweni monitoring partnership in Africa and building the capacity of the African Sanitation Conference (AfricaSan) to mainstream equity issues.
- Support the work of WSSCC in supporting the South Asia Sanitation Conference (SacoSan) to monitor member state-led regional and national progress, placing equity and sustainability at

the centre.

- Work closely with and support Senior Monitoring and Evaluation Officer to deepen equality and non-discrimination aspects of evaluation and the preparation of the next Medium Term Strategic Plan (MTSP).

4. Support to WSSCC

- Support Programme Manager on the operational management of the department as and when required.
- Contribute to the development of WSSCC Work Plans and Budgets, Operational Plans, and Medium Term Strategic Plans, monitoring and evaluation, and results-based planning and management.
- Support annual reviews, mid-term evaluation and inter-agency learning;
- Represent WSSCC at various international and regional conferences, and support preparations for the Global Forum on Sanitation and Hygiene, providing substantive inputs on issues of strategic importance such as going to scale with equity, post-2015 development processes, and reduction in inequalities.
- Contribute to efforts by the WSSCC Executive Director to mobilize resources and maintain inter-institutional relations with key development partners and member States;

Perform other related duties as required.

Competencies

Core Competencies

- Professionalism
- Accountability
- Planning and organizing
- Solution-oriented analysis
- Building relationships
- Communicating effectively
- Promoting team work
- Results-oriented
- Client-oriented
- Commitment to continuous learning

Managerial Competencies

- Leadership
- Vision
- Empowering others
- Building trust
- Managerial performance
- Judgement/decision-making

SKILLS

- Networking
- Strategic Planning
- Analytical Skills
- Coordination
- Report Writing
- Development sector experience
- Management experience
- Project Management

Technical Skills desirable

- Extensive experience in and knowledge of frameworks, approaches and tools in human rights, gender and equality, poverty reduction and sustainability.
- Demonstrated knowledge of translating human rights into practice, of involving historically marginalized populations in planning and monitoring processes, and of empowering communities and their organizations is a distinct advantage.
- A track record of translating research findings into materials for policy guidelines and monitoring systems is a distinct advantage.
- Experience managing programmatic partnerships with international organizations, governments and private sector networks in developing and developed countries will be an asset.
- Practical and conceptual understanding of water, sanitation and hygiene issues, including software approaches to collective behaviour change that bring about improvements in sanitation and hygiene practices, consideration of hygiene as a key determinant of public health, pro-poor and gender-sensitive service delivery, implementation strategies that are decentralised and demand driven, and the importance of long-term engagement of

government to leverage public investment and ensure long term sustainability.

- Experience working with a wide range of stakeholders, including parliamentarians, policy makers, community organizations, local governments, small-scale entrepreneurs, journalists, and donors.
- Superior analytical, writing and editing skills, and ability to prepare high quality policy briefs, position papers;
- The ability to work effectively in multidisciplinary teams and projects and with different cultural contexts including Francophone Africa, East and Southern Africa, South Asia and South east Asia;
- Extensive developing-country work experience in Asia and/or Africa including experience working with national and local government;
- The ability to work independently, carry out multiple tasks, meet deadlines, remain within budget, and work collaboratively in a small team;
- Strong interpersonal skills and the ability to negotiate successfully, communicate cross-culturally, and work effectively with people at all levels;
- Knowledge of the United Nations system, including inter-governmental processes at global level, and relations with member States governments at country level desirable;
- Ability to manage personnel, consultants and partners with sensitivity and for quality results.

Education

Master's degree or equivalent required in social sciences, human rights law, gender studies, development studies, international relations, public health or related area.

Experience

Seven (7) years of relevant work experience required in equity and human rights related issues in development. At least 3 years in a developing country in Africa or Asia, in a development context is desirable.

Languages

English proficiency (speaking, reading, writing) required. Knowledge of French desirable.

Contract type, level and duration

Contract type: Fixed Term Appointment

Contract level: ICS 11/ P-4

Contract duration: One year initially, renewable subject to satisfactory performance and funding availability.

For more details about United Nations staff contracts, please follow this link:

<https://www.unops.org/english/Opportunities/job-opportunities/what-we-offer/Pages/UN-Staff-Contracts.aspx>

Additional Considerations

- Please note that the closing date is midnight Copenhagen time (CET)
- Applications received after the closing date will not be considered.
- Only those candidates that are short-listed for interviews will be notified.
- Qualified female candidates are strongly encouraged to apply.
- For staff positions only, UNOPS reserves the right to appoint a candidate at a lower level than the advertised level of the post
- The incumbent is responsible to abide by security policies, administrative instructions, plans and procedures of the UN Security Management System and that of UNOPS.
- **APPLICANTS MUST INCLUDE A COVER LETTER FOR THE POSITION.**

It is the policy of UNOPS to conduct background checks on all potential recruits/interns.

Recruitment/internship in UNOPS is contingent on the results of such checks.

